	Johns Hopkins School of Medicine Graduate Medical Education (GME) Policies and Forms	<i>Policy Number</i>	P&F019
		<i>Effective Date</i>	03/01/2021
	<i>Subject</i> Vacation Policy and Compensation Levels, Postdoctoral Fellows	<i>Page</i>	1 of 2
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Keywords: compensation, fellows, vacation policy

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I. VACATION POLICY

The vacation policy is 2 weeks to one month as determined by the training program director for postgraduate year. The vacation time for the year is set and announced at the beginning of the academic year and must be used within the academic year (July 1 – June 30). For appointments beginning after July 1, the vacation allocation will be prorated in accordance with the start date of the appointment. Unused vacation time for fellows does not carry-over beyond the end of the academic year and will not be paid out as a supplement if it is not taken.

II. COMPENSATION LEVELS

Compensation levels will be consistent with University guidelines for years of relevant experience using the NIH stipend levels as a minimum and the Johns Hopkins University School of Medicine stipends as a maximum. Training program directors will determine the exact compensation using the guidelines below.


III. MINIMUM COMPENSATION GUIDELINES *

All Fellows must be compensated at a level at least equal to the National Institutes of Health Individual Fellowship levels (see below) adjusted for years of postdoctoral experience. In addition, they will be provided with health insurance benefits equal to the individual rate through the University system (School of Medicine group plan). The Associate Dean will review all requests for deviations to the policies regarding compensation and benefits.

The School of Medicine continues to abide by the recommendations of the Advisory Board to pay fellows at the NIH minimum for years of relevant experience. The maximum compensation levels permitted for clinical and research postdoctoral fellows as well as the minimums are as follows:

* For fiscal year 2020-2021, SOM requirements for determining annual increases were pending at the time of this notice and will be updated once available. However, annual increases based on relevant years of experience continue to be encouraged. It is JHU policy that all postdoctoral research fellows must be paid at least at the minimum NIH stipend level (e.g. PGY 0-1 = \$53,760), effective March 1, 2021.

JHU PGY LEVEL	NRSA/NIH Minimum & JHU/SOM Minimum (effective 10/1/20)	JHU/SOM Maximum 2020 – 2021
1	\$ 53,760 (0-1)	\$ 68,592
2	54,144 (1-2)	71,484
3	54,540 (2-3)	74,927
4	56,712 (3-4)	78,061

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5	58,608 (4-5)	81,496
6	60,780 (5-6)	85,483
7	63,036 (6-7)	88,492
8	65,292 (7 +)	91,171
9		96,131

Please note:

1. Compensation may be in the form of a stipend, a wage, or combination of the two.
2. Fellows supported by NRSA/NIH must be compensated according to the minimum guidelines.